

2nd
Edition

The SAGE Handbook of Industrial, Work and Organizational Psychology



Managerial Psychology and
Organizational Approaches

Edited by
Deniz S. Ones, Neil Anderson,
Chockalingam Viswesvaran
and Handan Kepir Sinangil

 SAGE reference

Los Angeles | London | New Delhi | Singapore | Washington DC | Melbourne

Contents

<i>List of Figures</i>	viii
<i>List of Tables</i>	ix
<i>Notes on the Editors and Contributors</i>	xi
<i>Preface</i>	xxv
<i>Acknowledgments</i>	xxvii
<i>Introduction</i>	xxviii
PART I PROFESSIONAL CONTEXT: HISTORY	1
1 History of Industrial, Work and Organizational Psychology in North America <i>Michael J. Zickar and James T. Austin</i>	3
2 Industrial, Work and Organizational Psychology in Europe <i>Robert A. Roe[†]</i>	46
3 Industrial, Work and Organizational Psychology in Australia and New Zealand <i>Beryl Hesketh, Andrew Neal and Barbara Griffin</i>	76
4 Industrial, Work and Organizational Psychology in Asia <i>Aichia Chuang, An-Chih Wang, Ryan Shuwei Hsu and Yih-teen Lee</i>	91
5 Industrial, Work and Organizational Psychology in Africa <i>François S. De Kock</i>	110
6 Industrial, Work and Organizational Psychology in the Middle East <i>Mahmut Bayazit, Ilknur Özalp Türetgen and Handan Kepir Sinangil</i>	128
7 Industrial, Work and Organizational Psychology in Latin America <i>Jennifer Feitosa, Eduardo Salas and Jairo E. Borges-Andrade</i>	149
PART II ORGANIZATIONAL CAPABILITIES AND CONTEXT	159
8 Innovation and Creativity in Organizations <i>Neil Anderson, Kristina Potočnik, Ronald Bledow, Ute R. Hülshager and Kathrin Rosing</i>	161
9 Organizational Culture and Climate <i>Neal M. Ashkanasy and Alana B. Dorris</i>	187

vi	THE SAGE HANDBOOK OF INDUSTRIAL, WORK AND ORGANIZATIONAL PSYCHOLOGY	
10	National Culture and Leadership Research between 2003 and 2014: A Review, Synthesis and Directions for the Next Decade of Cross-Cultural Leadership Research <i>Madelynn Stackhouse, Bradley Kirkman, Piers Steel and Vasyl Taras</i>	206
11	Individuals and Knowledge Transfer: What We Know and Where We Go from Here <i>Naveen Kumar Jain and Lin Yuan</i>	237
	PART III STRATEGIC MANAGEMENT	253
12	Strategic Human Resource Management and Organizational Performance <i>David P. Lepak, Kaifeng Jiang, Rebecca R. Kehoe and F. Scott Bentley</i>	255
13	The Psychological Foundations of Strategic Management: Beyond Cold Cognition <i>Gerard P. Hodgkinson and Mark P. Healey</i>	275
	PART IV TRIPLE BOTTOM LINE	311
14	Leading the Triple Bottom Line: A Corporate Social Responsibility Approach <i>Diane L. Swanson and Marc Orlitzky</i>	313
15	Social Responsibility in and of Organizations: The Psychology of Corporate Social Responsibility among Organizational Members <i>David A. Jones and Deborah E. Rupp</i>	333
16	Environmental Sustainability at Work <i>Deniz S. Ones, Stephan Dilchert, Brenton M. Wiernik and Rachael M. Klein</i>	351
	PART V DIVERSITY AND INTER-CULTURAL ISSUES	375
17	Women in Organizations: Understanding Barriers to Advancements of Female Employees <i>Afra Ahmad, Amanda Anderson, Isaac Sabat, Ashley Membere and Eden King</i>	377
18	Managing the Aging Workforce <i>Guido Hertel and Hannes Zacher</i>	396
19	Expatriate Management <i>Anne-Grit Albrecht, Deniz S. Ones and Handan Kepir Sinangil</i>	429
	PART VI WELL-BEING AND HEALTH	469
20	Recovery from Work <i>Sabine Sonnentag and Charlotte Fritz</i>	471

21	Mindfulness at Work <i>Jessica Mesmer-Magnus, Blaine Prescott and Chockalingam Viswesvaran</i>	483
22	Job Loss and Unemployment <i>Frances M. McKee-Ryan</i>	501
PART VII MANAGING CAREERS AND WORK LIFE		515
23	Talent Management <i>Maria Christina Meyers and Jaap Paauwe</i>	517
24	Careers, Career Development and Career Management <i>Brenton M. Wiernik and Bart Wille</i>	547
25	Alternative Work Arrangements <i>Catherine E. Connelly and Megan E. Murphy</i>	586
26	Managing the Work–Family Interface <i>Kristen M. Shockley</i>	604
27	Managing Retirement <i>Mo Wang and Yujie Zhan</i>	628
	<i>Subject Index</i>	640